

The Deal at a Glance

INMO Briefing for Members



1. What does it do for safe staffing?

The Safe Staffing Framework will be implemented and funded over the next three years. How?

- Guaranteed multi-annual funding to implement safe staffing in all medical and surgical areas and emergency departments in acute settings;
- Nurse and midwife staffing levels set by evidence-based patient needs;
- A set skill-mix of nurses to healthcare assistants (80:20 in medical and surgical, 85:15 on acute floor (ED, MAU, etc)).

2. What about pay?

- New entrants move up after 16 weeks, skip the second increment and go straight to third point of the existing scale - €32,171
- New, higher salary scale – upward incremental adjustment for staff nurses and midwives
- Assimilation to new scale – you get your next increment and immediately move to new scale at nearest (but not below) monetary point
- New scale is shorter – you get to maximum salary and long-service increment faster
- 20% increase to location and qualification allowance rates
- Extension of allowances to maternity services and medical and surgical areas – worth €2,229 or €3,350
- New higher senior staff nurse/midwife pay – which you get after 17 years, not the current 20
- Extend allowances to Public Health Nurses if not already receiving
- CNM1 grade will apply to those working alongside/supervising social care workers in ID sector
- An Independent Expert Group to look at nurses and midwives' pay, particularly for promotional grades

3. What about pay parity?

The new scale, combined with the location/qualification allowance, gives a higher gross pay than allied health professionals at almost all points on the scale. We expect further advances under the Independent Expert Group.

4. What about higher grades?

CNM1/CMM1s and CNM2/CMM2s in maternity services or on medical and surgical wards will now receive either location or qualification allowances.

Phase 2: An Independent Expert Group to be established to review nursing profession, particularly pay of all CNMs and other promotional grades. This body will complete work before the end of the Public Service Stability Agreement.

5. Advanced Practice

Funding provided to ensure 2% of nursing and midwifery workforce will be made up of Advance Nurse/Midwife Practitioners – this would mean an estimated 740 ANPs based on current numbers.

6. Continuing Professional Development

Phase 2: The Independent Expert Group are tasked with determining how HSE will accommodate CPD in terms of time for education, funding for education, and additional staff resources to replace those in education.

What does this mean for nurses and midwives?

Examples of how nurses and midwives would be affected by the proposals

All of the below case studies are *in addition* to the already-agreed pay adjustments of +1.75% in September 2019, +2% in October 2020, and pension levy threshold changes (worth €250pa) in January 2020. All examples do not include premium payments such as overtime, weekend or holiday work.

Siobhán - newly qualified staff nurse

After 16 weeks on that first point, Siobhán skips the second point on the scale and goes straight to the third. She works in a medical area, meaning she now qualifies for a location allowance of €2,230. After 16 weeks, this puts her on €34,401, compared to €31,110 under current arrangements. This is €3,291 (11%) more.

One year later, she will be eligible to move to the new Enhanced Practice scale, which she will enter at €35,806, plus the allowance. She would be on a total of €38,036, compared to the €32,171 under current arrangements. This is €5,865 (18%) more.

Deepa – midwife with six years' experience

Deepa is a midwife on the sixth increment. She currently earns €36,383. Under the proposals, at her next increment, she be able to move to new scales and will gain a location allowance. This means her basic pay will increase to €39,265 and she will get a location allowance of €2,230.

Her total pay, before premium payments would now be €41,495. This is 9.5% higher than the €37,883 she would get under current arrangements.

Moira – staff nurse with 16 years' experience

Moira is a staff nurse in intensive care. She earns €45,701 with her basic pay (including long-service increment) along with a qualification allowance for her NMBI Category 2 qualification of €2,791. Total currently: €48,492.

Under the proposals, her pay will increase in three main ways:

1. Her qualification allowance will increase by 20% to €3,350.
2. She will qualify for the senior staff nurse grade after 17 years, not the current 20.
3. She can move to the new Enhanced Practice scale.

This means that when she gets her next increment, her salary will increase to €52,821. This is an increase of 9% in one year – under current arrangements she would get 0%.

Stephen – CNM1 with two years' experience

Stephen is a CNM1 in a surgical ward with two years' experience. He currently earns €47,174. Under this proposal, he will also qualify for a location allowance worth €2,230. This would be an increase of 5%.

His payment levels will also be reviewed in the independent expert group, which will look at nursing and midwifery pay, particularly at promotional/CNM grades.

Joan –Public Health Nurse with five years' experience

Joan is a PHN, with five years' experience. She currently earns €51,560. Unlike some of her colleagues, she does not get an allowance. She will now get a location allowance (€3,350). This is a 6.5% increase.

Angelica – intellectual disability nurse, nine years' experience

Angelica has been an intellectual disability nurse for nine years. She works alongside social care workers, so she will be regraded as a CNM1, increasing her salary from €40,480 to €45,179 under the proposals, a 12% increase.

Séan – senior staff nurse, community – 30 years' experience

Séan is a long-standing senior staff nurse. His basic salary is €47,898 currently. He does not qualify for any allowances. Under the proposals, he could transfer to the Enhanced Practice scale, increasing his salary to €49,471 – a 3% increase.